

Resident Teacher Assessment by Student

Residents who teach in UGME will be regularly assessed by students on their teaching at the end of a required learning experience using standardized instruments across uniform learning environments (Clinical, Academic/ Large and Small Group Forms).

Reporting Process

Reports for residents with 4 or more student feedback forms will be released to the Program Director (PD) bi-annually in April and October by the Teacher Assessment team:

- Once the PD reviews the initial reports, they can request invalid/ unprofessional forms be removed.
- If revisions are made, the final reports will be released to the PD and a specified program administrator (for purposes of adding to the resident file and sharing the report with the resident).
- The PD will incorporate the data provided in the report with other resident data and discuss as appropriate during regular resident meetings.

End of academic year PGME reports which include high level anonymized aggregate data with all resident teaching evaluations (across PGME all programs) will be shared with those listed below, and other relevant program areas if needed, following review by Assistant Dean PGME &/or Associate Dean PGME:

- UGME Regional Associate Deans (Report by distributed site)
- UGME Faculty Leads
- UGMEC (Report by distributed site)
- PGMEC
- Faculty Development

Alert Process

An alert is generated when a student selects disagree or strongly disagree to the statement of the final question on each Assessment of Resident Teacher by Student Forms: *'Overall, the instructor is an effective teacher'*

Alerts will be shared monthly *only if there are at least 4 evaluations of the resident*. Also shared is an overall report that includes other relevant student feedback for that resident.

To: Program Director (PD)

Copying:

- i. Assistant Dean PGME /Associate Dean PGME
 - ii. Director, Teacher Assessment
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Concerning alerts, identified by Assistant Dean PGME &/or Associate Dean PGME, may be shared with the UGME RADs for further action.

We will only remove alert comments or forms if you direct us to. Therefore, if you consider the comments on the alert form to be unprofessional you can request to remove specific comments or, if necessary, the entire form from One45. The request to remove a comment or form must be approved by the Assistant Dean PGME /Associate Dean PGME. If there is an important message in the removed comment or form that should still be conveyed, PDs are encouraged to share the message with the resident in an appropriate manner. If the alert is not removed, it will be included in the report that is sent to the resident at the end of each reporting cycle.

Student anonymity is our overriding principle and all reports are anonymized. Even if PD's or residents are able to identify the student who submitted the alert, they should refrain from any contact with the student as this will be in contravention of policy.

Learning Environment & Mistreatment vetting Process

Each Resident Teacher Assessment by Student Form has the following statement which asks students to report mistreatment through the mistreatment help website:

'If you feel that you have experienced mistreatment, please report it through the Faculty of Medicine [Mistreatment Help](#) website.'

Once a year, after end of year reports have been released, all alerts received in that academic year will be reviewed by Director, Teacher Assessment. Alerts that may include a learning environment concern will be shared with the Assistant Dean PGME &/or Associate Dean PGME.

The Assistant Dean PGME &/or Associate Dean PGME will communicate (as appropriate) any significant concerns to the Associate Dean UGME as well as the home Program Director. If the resident has less than 4 student assessments, the Assistant Dean PGME &/or Associate Dean PGME along with the home Program Director must take into account the need to preserve student anonymity before taking any action or communication with resident in question. Contents of above report will include the alerts along with an overall report that includes all student feedback for that resident.